

*AREA BENESSERE NEL
REPARTO MINIBUS IVECO
BRESCIA*

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CNH

INDUSTRIAL



CASE II
AGRICULTURE

STEYR
TRACTORS

CASE
CONSTRUCTION

NEW HOLLAND
AGRICULTURE

NEW HOLLAND
CONSTRUCTION

IVECO

IVECO
ASTRA

IVECO
BUS

HB
HEULIEZBUS

MAGIRUS

IVECO
DEFENCE VEHICLES

FPT
POWERTECH TECHNOLOGIES

 **12**
BRANDS

 **63,356**
EMPLOYEES

 **\$ 27.4**
BILLION
REVENUES

 **53**
R & D
CENTERS

 **66**
PLANTS

 **\$ 3.9**
MILLION
INVESTED IN
TRAINING

 **6,000** INDIVIDUALS
DEDICATED TO
INNOVATION

 **\$ 957**
MILLION
INVESTED
IN R & D

 **180**
NATIONAL
MARKETS

OUR COMPANY

Key Figures
(31 December 2017)

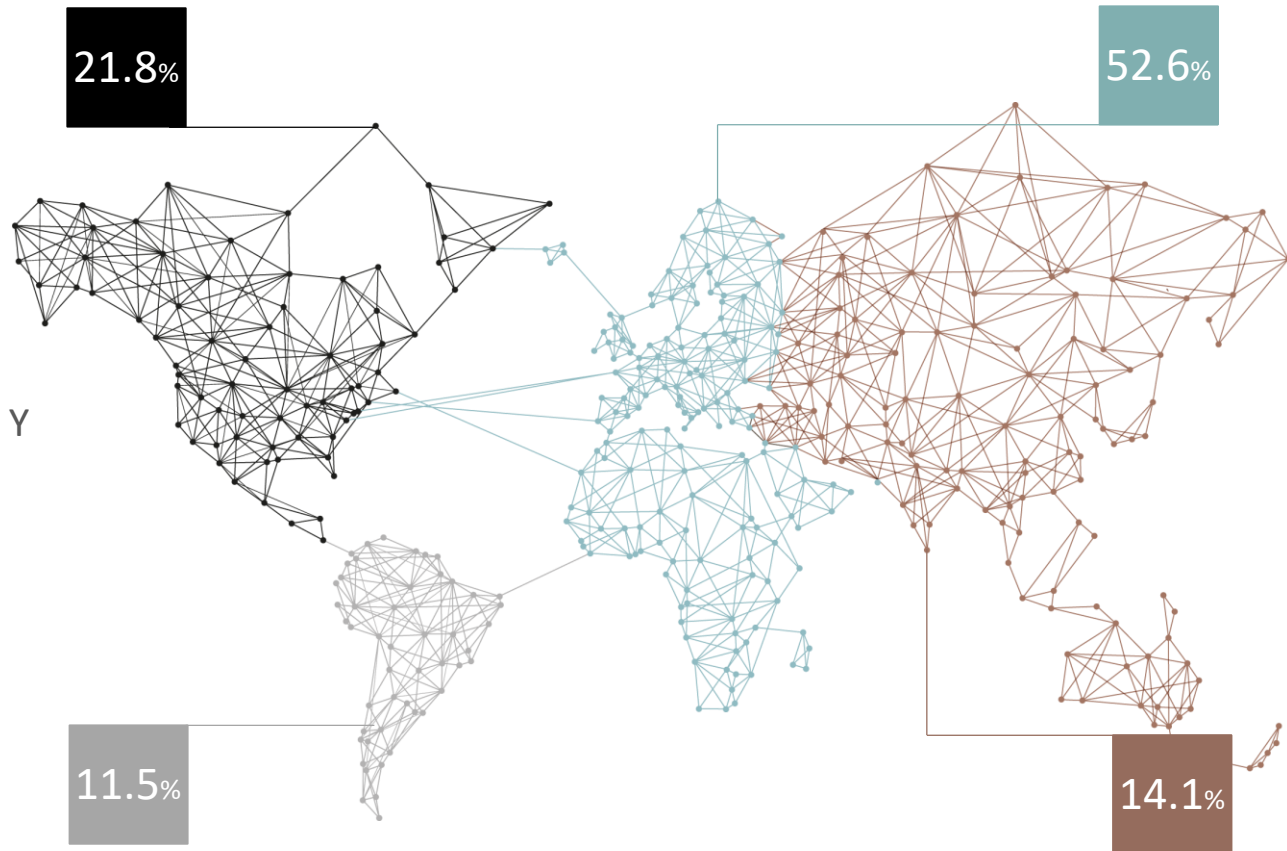
Note: all figures provided herein are on a US GAAP \$ basis unless otherwise indicated





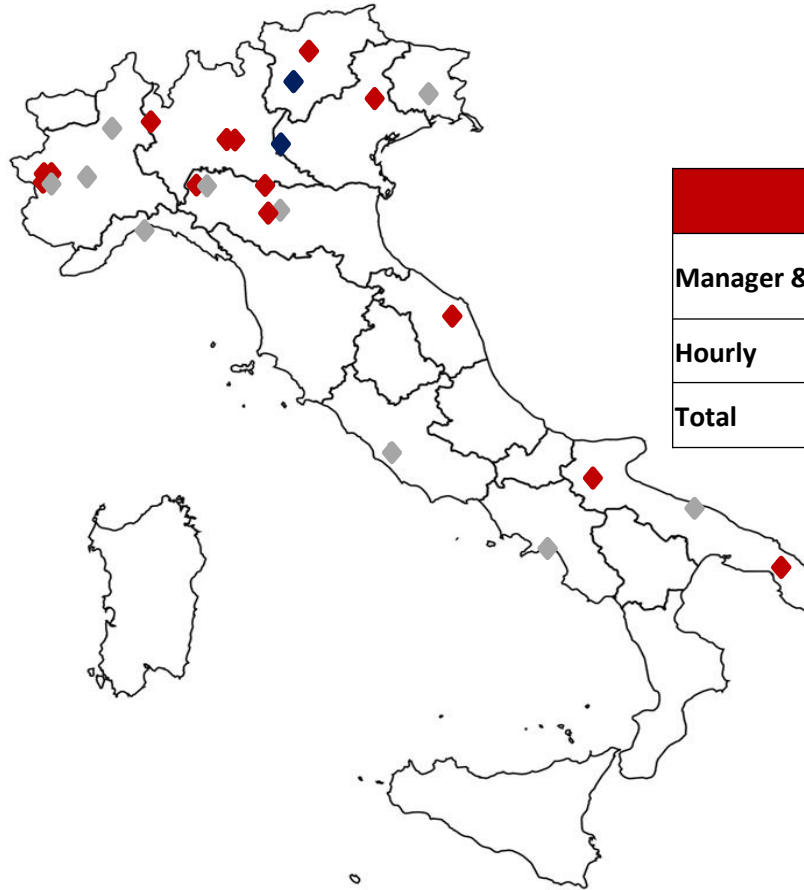
GROUP REVENUES BY GEOGRAPHY (FY 2017)*

* Including Financial
Services and after inter
company eliminations



CNH Industrial - Italy

Locations in Italy



Employees in Italy

Manager & Salried	6 800
Hourly	10 500
Total	17 300

ITALY - AGEING MANAGEMENT

DEMOGRAPHICS AND SOCIAL CHANGES

INCREASE OF LIFE EXPECTANCY



80,6 85,1

(ISTAT, 2017)

DECREASE IN BIRTH RATE



1,3

⁴
(ISTAT, 2017)

INCREASE OF THE RETIREMENT AGE



66 → 67 in
2019
(INPS, Circolare 62, 04/04/18)



AGE RISKS



ASSOCIATES & ABOVE

**HEALTH &
SAFETY**
LOSS OF
COGNITIVE
STRENGTH

HEALTH & SAFETY

- ✓ LOSS OF PHYSICAL STRENGTH
- ✓ MORE RESTRICTIVE H&S*

PERFORMANCE

- ✓ EMPLOYABILITY
- ✓ REDUCED INDIVIDUAL PRODUCTIVITY

MOTIVATION/ENGAGEMENT

- ✓ LOW INVESTMENT IN PROFESSIONAL SKILLS**
- ✓ MOTIVATION
- ✓ IMPACT OF NEW TECHNOLOGIES
- ✓ CONFLICT INTERGENERATION

WORK-LIFE BALANCE

IMPACT OF FAMILY OR
PROFESSIONAL TRANSITION

HOURLY

HEALTH & SAFETY
EFFECTS OF
STRENUOUS &
WEARY WORK

Source:

*il D.Lgs. 81/2008 - *Campagna 2016/2017 «Ambienti di Lavoro sicuri e sani ad ogni età»*,

** GUCE/GUUE L 246/5 del 23/9/2011 , Commissione Europea - 2012 Anno europeo dell'invecchiamento attivo e della solidarietà tra le generazioni

AGEING RISK....



**AGEING OF THE WORKING
POPULATION**

**RISK FOR THE
CONTINUITY
OF THE
BUSINESS RESULTS**

AS A BUSINESS VALUE

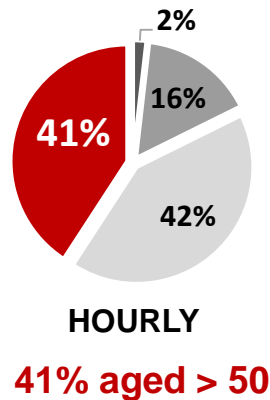
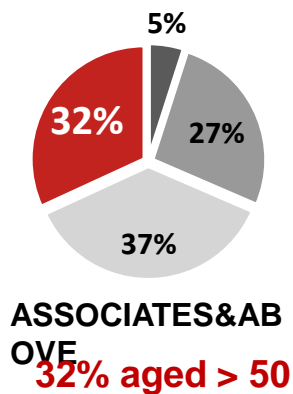


CNH INDUSTRIAL ITALY AGE DEMOGRAPHICS

- UNDER 30
- 30 > 39
- 40 > 49
- OVER 50

EMPLOYEES > 50 6.400
ASSOCIATES & ABOVE 2.200
HOURLY 4.200

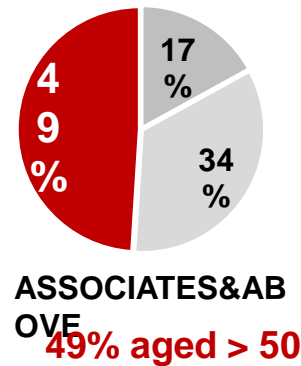
2018*



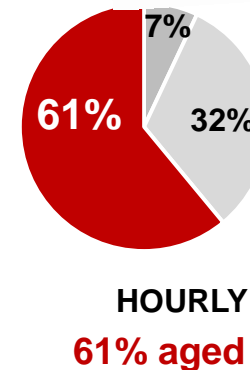
2023

WORST CASE

2030



(1% HC lost; no turnover considered)



(1% HC lost; no turnover considered)

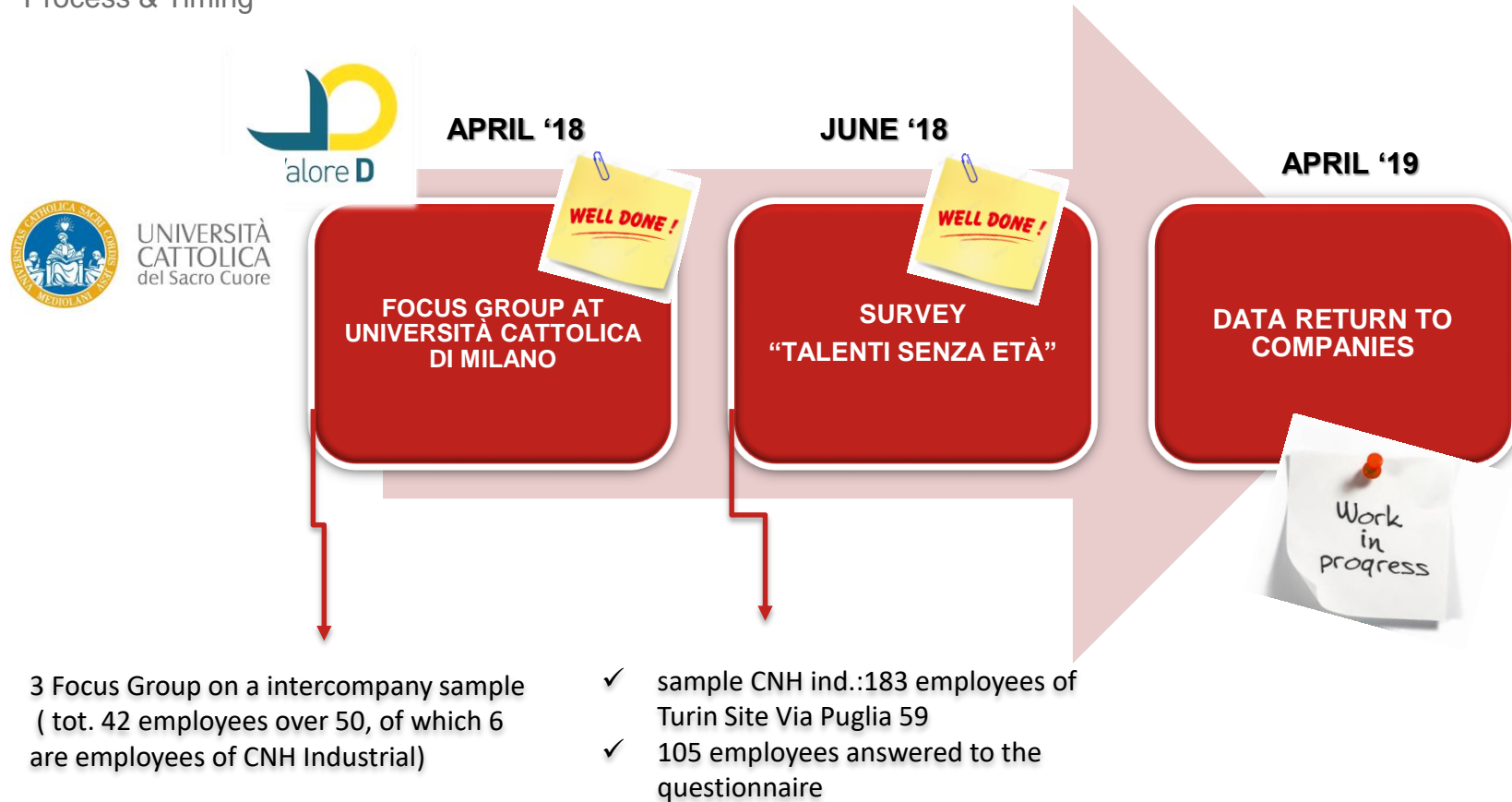
73% Associates&Ab. >
 (10% HC lost; no turnover considered)

86% HOURLY > 50
 (9% HC lost; no turnover considered)

*Figures updated to 30th April 2018

PROJECT “Talenti Senza Età” ed. 2018

Process & Timing



PROJECT “Talenti Senza Età” ed. 2018

Type of data return to CNH Industrial



UNIVERSITÀ
CATTOLICA
del Sacro Cuore



**Research results on a representative sample on
National scale** (+10.000
employees over 50 of 33 companies)



**An individual diagnostic report of the condition of the representative sample over 50
in CNH Industrial**



Cluster analysis
indicators



Identification of different profiles considering to 3

(Psychological well-being, work commitment, career orientation)

Active employees

Active employees
in distress

Lost employees

Brescia site



Plant Area

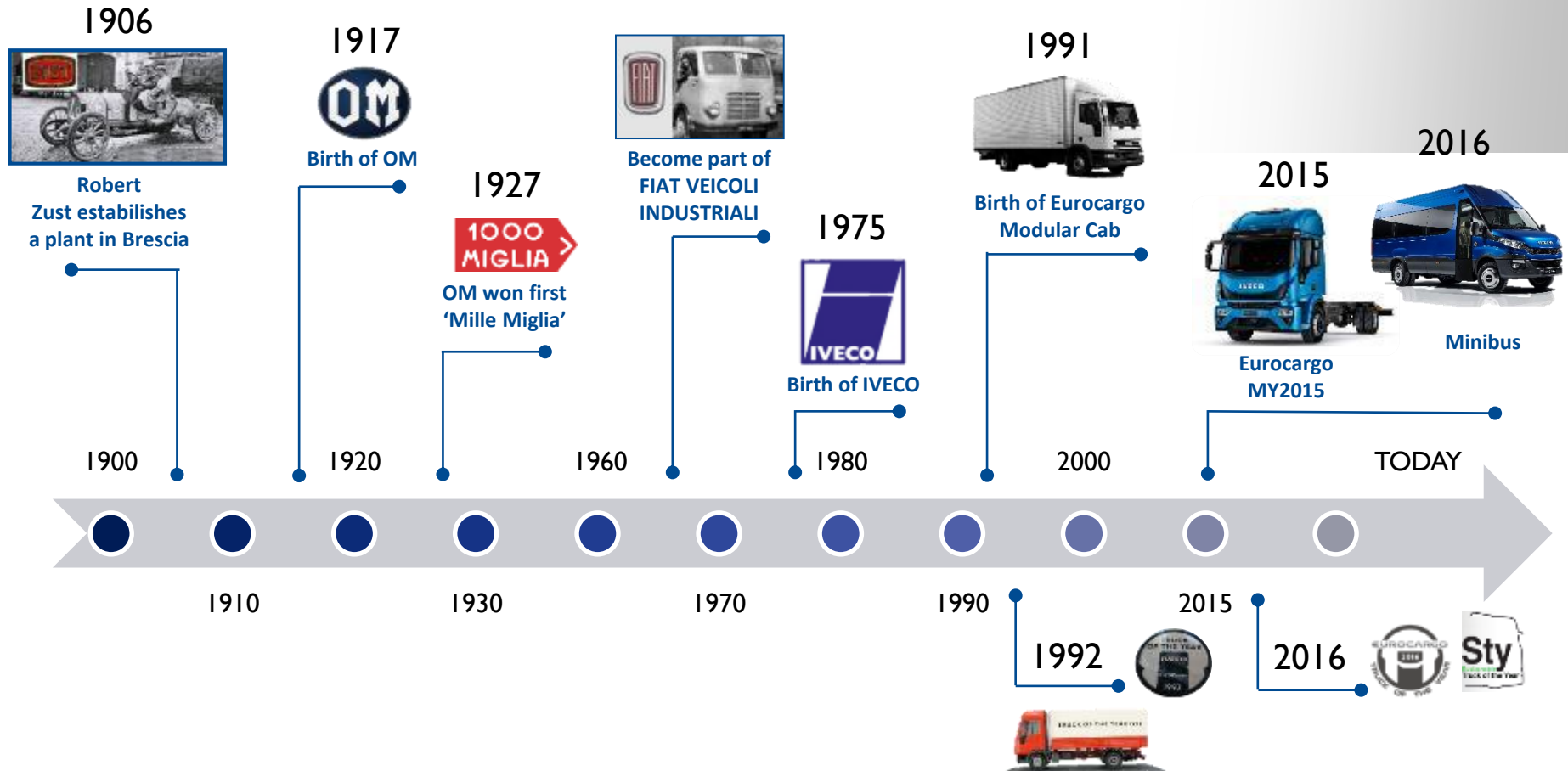
Total:	676,000 sqm
Covered:	296,000 sqm

Headcount total Plant

Hourlies:	1.525
Salaries & Above:	171
Total plant:	1.696

Brescia Plant

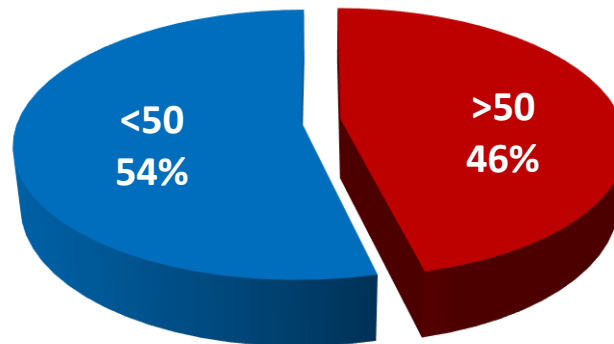
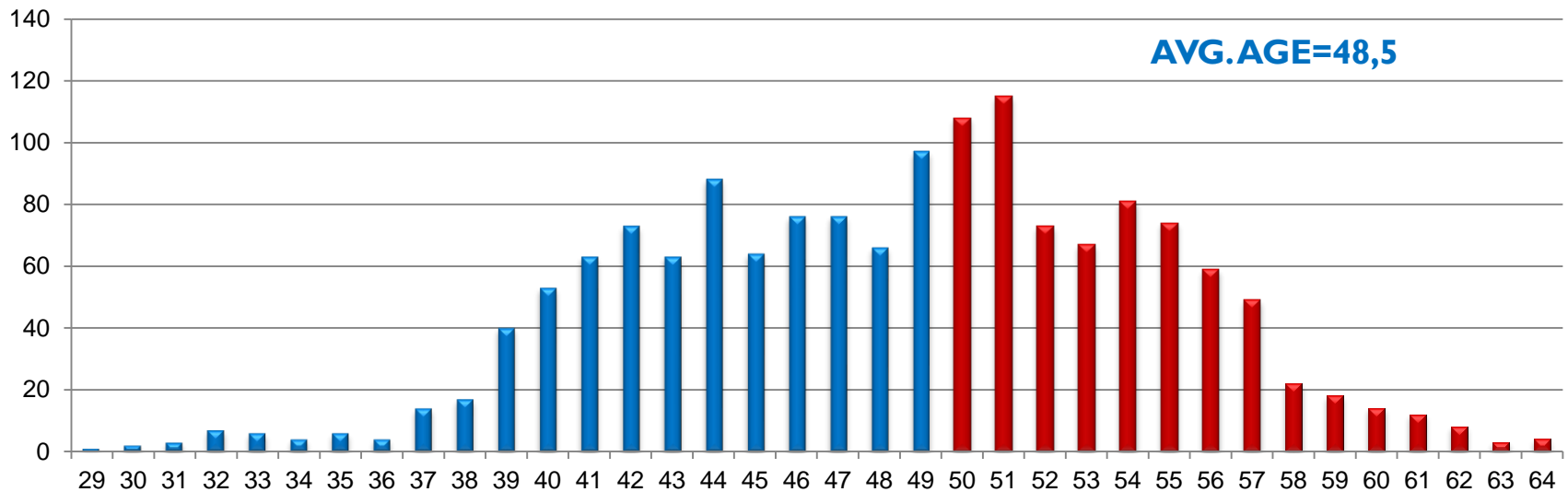
- EUROCARGO: a history 26 years long
- 7 Restylings



Brescia CV

Age band

Manager/ SALARIED	171	HOURLIES	1.525	TOTAL	1.696
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WORLD CLASS MANUFACTURING



WORLD CLASS MANUFACTURING

BRESCIA AGEING MANAGEMENT



Plant Manager



MC Coordinator



SAF Pillar Leader



FI Pillar Leader



WO Pillar Leader



PD Pillar Leader

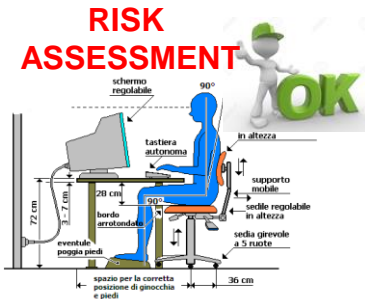
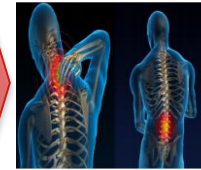


Brescia AGEING MANAGEMENT

**MUSCULOSKELETAL
DISORDERS**

**WHITE
COLLAR**

OVER 50



SPECIFIC TRAINING 07/2018



**PEOPLE INVOLVED: 48
OVER 50**

**ACTIVITIES
ON THE JOB
IN THE OFFICE**

CHECK
ON-GOING



EUKINETICA
STAR BENE LAVORANDO

AGEING MANAGEMENT - AREA MINIBUS



TOTAL HOURLY : 98
MALE 94
FEMALE 4

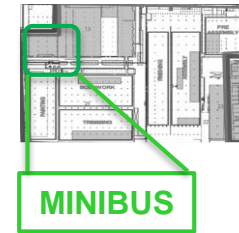


AVERAGE AGE 48,7
(45% >50)

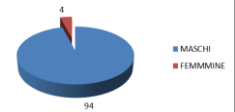
AREA MINIBUS Project

**MUSCULOSKELETAL
DISORDERS**

**BLUE
COLLAR**

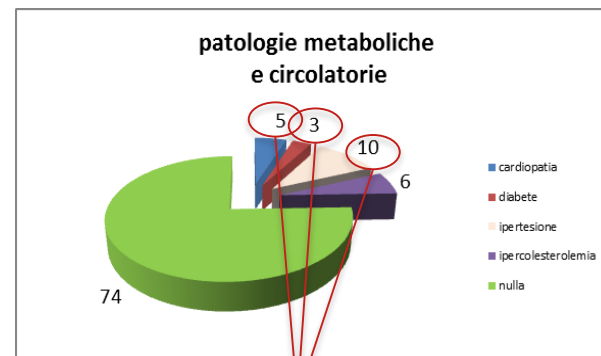
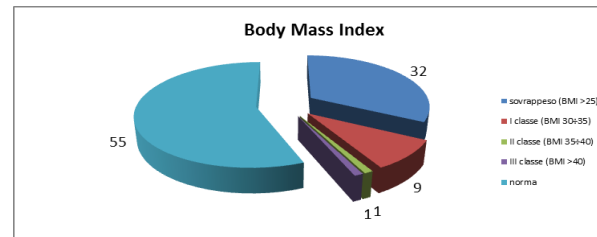


ORGANICO: 98



**risk
Assessment
& Workplace**

**health
analysis**



12 - sovrappeso



29 workers suffer or have suffered in the past of disorders/pathology in the back or the upper limbs

AREA MINIBUS Project



MUSCULOSKELETAL
DISORDERS

BLUE
COLLAR

training

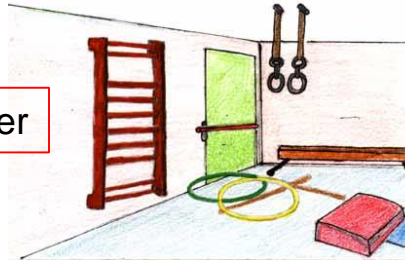
gym corner

activity
in the work break

HEALTHY GYM

blue collar

team trainer



Start: nov. 2018

Dec. 2018



external support



daily activity

health
check



health
check



health
check



January			February			March			April			May			June			July		
we 1	we 2	we 3	we 4	we 5	we 6	we 7	we 8	we 9	we 10	we 11	we 12	we 13	we 14	we 15	we 16	we 17	we 18	we 19	we 20	we 21
we 22	we 23	we 24	we 25	we 26	we 27	we 28	we 29	we 30												